

# The Changing Profile of the Army





**T**he demographic profile of the All-Volunteer U.S. Army has changed substantially over the past 20 years. Changes that have occurred in the general U.S. population over the past several years are reflected in the changing demographics of the U.S. Army.

Today's active-duty Army is more representative of the U.S. population of high school and college educated individuals than was the Army of the past. The percentage of Hispanic Soldiers in the Army has increased significantly over the years, while the percentage of Black Soldiers has started to decline after years of being disproportionately high. Enlisted accessions continue to be primarily high school graduates, but the more recent Army recruits are scoring higher on the Armed Forces Qualification Test (AFQT) than did recruits of the past. Furthermore, today's Army consists of higher percentages of females, Hispanics, and single Soldiers than did the Army of 20 years ago.

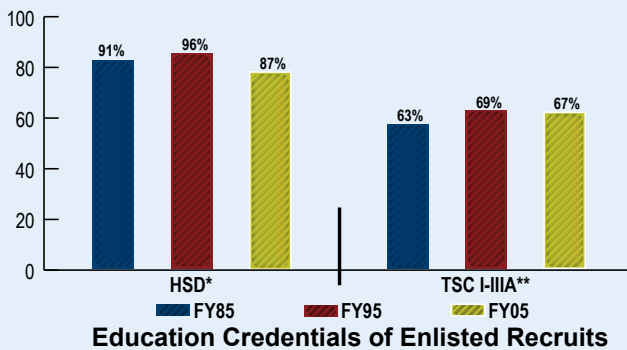
The percentage of minorities serving in Army civilian jobs has also increased significantly over the past several years for all grade levels. The representation of women in Army civilian jobs, although far less than their male counterpart, is also on the rise.



Note: Unless otherwise stated, the data in this report are based on numbers provided by the Army to the Defense Manpower Data Center, and are valid as of September 30, 2005

# ENLISTED ACCESSIONS

Today's Army is considerably smaller than it was 20 years ago; however, many of the demographic characteristics of the previously larger force are similar to today's smaller Army.



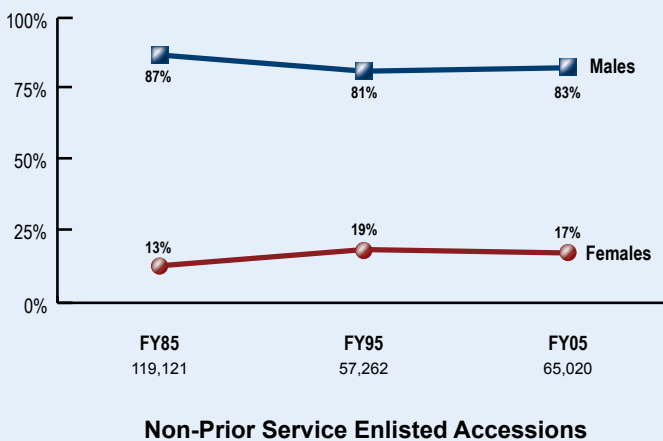
\*High School Diploma Recipients

\*\*Test Score Category I-III

were high school diploma (HSD) recipients. Of those recruits who were not HSD recipients, many had a Graduate Equivalent Diploma (GED). Thus the formal education of new recruits has remained fairly consistent over time, with a minimum requirement of a high school education.

Emphasis on quality is further noted with regard to the performance of new recruits on the Armed Forces Qualification Test (AFQT), an entrance exam given to recruits prior to their officially entering the Army. The exam consists of a battery of tests designed to evaluate basic knowledge in several areas deemed important for success in the Armed Forces. Since FY85, applicants scoring in the top three test score categories increased from 63% to 67% in FY05.

Enlisted	FY85	FY95	FY05
Non-Prior Service Enlisted Accessions	119,121	57,262	65,020
High School Diploma Graduate	91%	96%	87%
Test Score Category I-III	63%	69%	67%



As a percentage of all new (non-prior service) enlisted accessions, the representation of females significantly increased between FY85 and FY95 (13% to 19%), but showed a slight decrease in FY05. Although Army policy precludes women from serving in most Combat Arms specialties, females continue to make up significant percentages of both Combat Service and Combat Service Support branches.

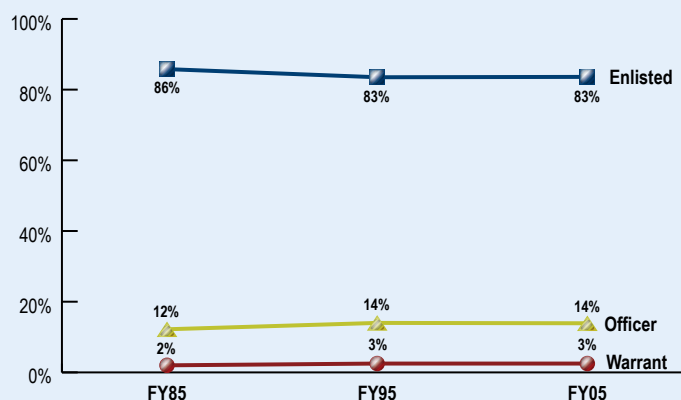
# THE ACTIVE DUTY ARMY



Although the size of the Army has decreased by approximately 35% since FY85, the rank distribution of the force has remained, by design and the needs of the Army, fairly stable over the past 20 years. In FY05, Commissioned Officers and Warrant Officers made up 17% of the total active-duty Army, with the remaining being the Enlisted Force. Since FY85, there has been a slight increase in the percentage of Commissioned Officers (from 12% in FY85 to 14% in FY05) and a similar decrease in Enlisted Soldiers (86% in FY85 to 83% in FY05).

Again, these shifts are attributed to the demands placed on the Army and the restructuring of the Force to better meet those demands/needs to effectively and efficiently accomplish the Army's vision and missions.

While many of these shifts can be attributed to the operational demands placed on the Army, several were driven by functions of the Army (both within and supporting) that continue, irrespective of total strength. The reduction in structure and strength that occurred in the early 1990's reduced divisional structure that was predominantly comprised of lower grade positions.



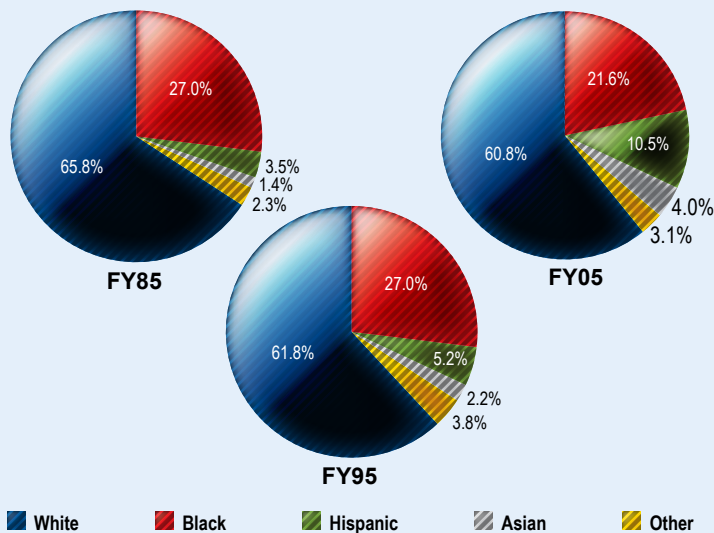
Active Duty Army by Rank

## RACE AND ETHNICITY OF THE ARMY

Over the past several years, the Army has been aggressive in its efforts to recruit, train, and promote qualified applicants. The Army's Equal Opportunity programs have been designed to maximize human potential and ensure fair treatment for all qualified Soldiers and family members by offering educational/training programs, wide reaching and varied job experiences, and overall career enhancing opportunities. The results of these programs/policies are reflected in the past and current racial/ethnic composition of the active-duty Army. For example, Black enlisted Soldiers are more highly represented in today's Army (23%) than they are in the comparable U.S. population (i.e., Black population of 18-39 year olds with high school diplomas (16%)). However, it should be noted that from FY85 to FY05, the disproportionally high representation of Blacks in the Army decreased from 27% to the current overall representation of 22%, with most of the de-



Active-Duty Army by Race/Ethnicity



cline being in the enlisted ranks.

Hispanics have demonstrated a high propensity to serve in the Army. Their percentages have increased steadily and significantly over the past 10 years, just as their numbers in the U.S. population have grown. Nonetheless, the percentage of Hispanics in the Army continues to fall below their representation in the U.S. population. For example, in FY05, the U.S. Hispanic population estimate of 18-39 year old, high school graduates was 18% compared to 12% for the Army Hispanic enlisted population with high

school diplomas. With the high propensity of Hispanic youth to serve in the Army, combined with the U.S. Census data that shows Hispanics being the largest minority group in the U.S., it is likely that this gap will close in the future and alter the overall racial/ethnic composition of the Army over the next decade.

The Asian population in the Army continues to be relatively small (4%), but similar to the U.S. population of Asians with comparable education and age.

## BLACKS IN THE ARMY

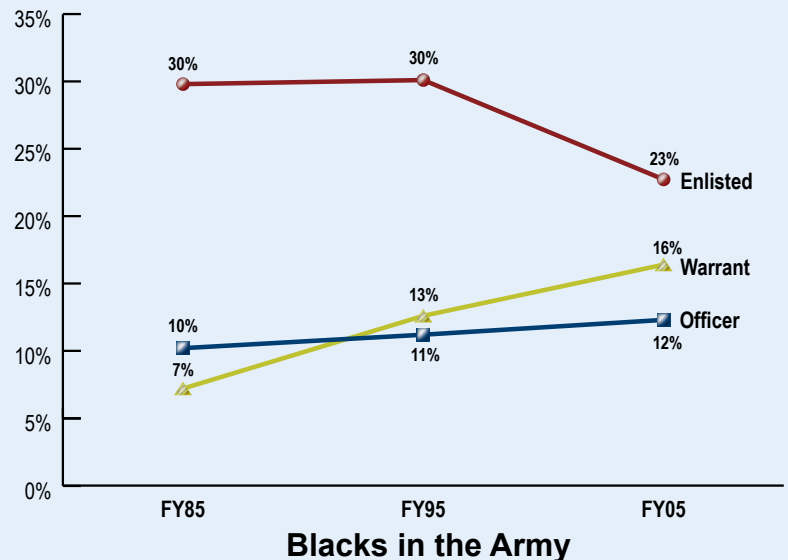
The career advancement and educational opportunities that the Army offers have been an incentive for many young men and women to join the Army. The success of these opportunities is demonstrated by the increase in numbers and steady growth of Blacks in the Officer Corps over the past several years. This increase has occurred during a period of time when the overall percentage of Blacks in the Army has decreased from 27% in FY85 to 22% in FY05. As of FY05, Blacks constituted 16% of Warrant Officers and 12% of Commissioned Officers compared to 7% and 10%, respectively, 20 years ago. Thus, even though the Army of today has a smaller percentage of Black Soldiers than it did in FY85, it has a higher percentage of Black Officers.

The percentage of Black Enlisted Soldiers in the Army has been relatively stable from FY85 to FY95, in spite of a noted decline in accessions of Blacks during the Persian Gulf War (1991-1992). Similarly, following the terrorist attacks on 9/11/01, accession rates among Black youth declined significantly. Since FY95, the percentage of Black Enlisted Soldiers has shown the impact that these decreases in Black enlistments have



had on the overall percentage of enlisted personnel in the Army. Even though the percentage of Black Enlisted Soldiers continues to be high compared to their percentage of qualified Black youth in the U.S. population (16%), there has been a significant decline over the past 10 years. Blacks currently represent approximately 23% of the Army Enlisted compared to 30% in FY85 and FY95.

While it is true that Blacks generally have a high propensity to serve in the Army and indicate in DoD Surveys\* that they believe that the Army offers opportunities for training, education, and leadership roles, it is also true that during time of conflict, their propensity to serve declines dramatically. Data from studies conducted by OSD's Joint Advertising, Market Research, and Studies (JAMRS) Program supports the claim that "influencers" are a key contributor to decreases in propensity of Black youth to serve in the military. The JAMRS surveys suggest that the decrease in support among Black influencers is more likely related to negative attitudes about the role of the military in wars than specific beliefs about discrimination on the battlefield.\*\*



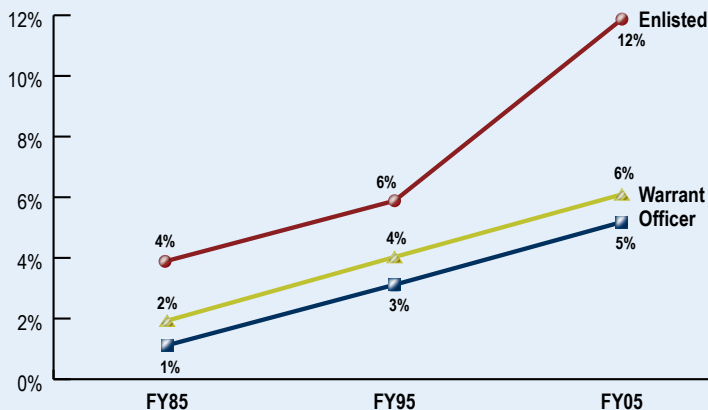
\*Defense Manpower Data Center (DMDC) Youth Attitude Tracking Survey, a telephone survey of a representative sample of U.S. youth, ages 16-24 (conducted annually until 1999) and the Joint Advertising, Market Research, and Studies (JAMRS) DoD Youth Poll, also a telephone survey of 16-24 year olds in the U.S. population (conducted twice a year from 2000 to the present).

\*\*Casualty figures for the Persian Gulf War and the War in Iraq show that Blacks accounted for a significantly lower percentage of deaths than their corresponding representation in those wars. (Sources: Statistical Information Analysis Division, DMDC).

## HISPANICS IN THE ARMY

Over the past several years, the Army has experienced the same dramatic increase in the number of Hispanic Soldiers as has the general U.S. population. For example, since FY85, the percentage of Hispanic Soldiers in the active-duty Army increased by nearly 90% (from 26K in FY85 to 51K in FY05), and the majority of this growth has been male Hispanics. It should be noted that this increase in number occurred during a time in which the Army's overall active-duty strength decreased from 776K in FY85 to 489K in FY05.





**Hispanics in the Army**

While the percentage of Hispanics in the Army continues to be less than the percentage of Hispanics in the U.S. population (holding for age and education), there has been steady increases in their representation for all ranks. The most significant change, however, has occurred in the enlisted ranks where the percentage of Hispanic Soldiers increased from 6% in FY95 to 12% in FY05.

## ASIANS IN THE ARMY

Asian Pacific Americans (Asians) were the fastest growing minority group in the U.S. during the 1980's. Their numbers grew by 80% between 1980 and 1989, increasing from 3.8 million to 6.9 million.\*



For the past several years, there have been relatively few Asians serving in the U.S. Army; however, their percentages have steadily, but slowly increased in all ranks from FY85 to FY05. The most notable increase occurred in the Commissioned Officer Corps. Nearly 5% of Army Officers were Asian in FY05 compared to 1% in FY85. A more modest increase was noted for Asians serving as Warrant Officers or Enlisted Soldiers over the past 20 years.

Asians	FY85 (10,700)	FY95 (11,140)	FY05 (19,490)
Officers	1.1%	2.5%	4.7%
Warrants	0.7%	1.7%	2.5%
Enlisted	1.4%	2.2%	3.9%

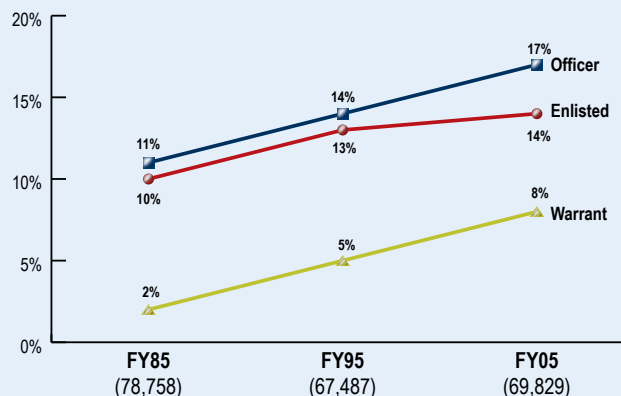
\*Population Trends and Public Policy, "Asian Americans: America's Fastest Growing Minority Group" by William P. O'Hare and Judy C. Felt, published by Population Reference Bureau Inc., Washington, D.C., 1991.



# WOMEN IN THE ARMY

Other than the dramatic increase in the number of Hispanics in both the U.S. population and the active-duty Army over the past 20 years, the most noteworthy change in the demographics of the Army over the same time period is the gender mix.

Based on the performances of women in combat support roles during the Persian Gulf War, the Secretary of Defense concluded that the DoD risk rule, which barred women from combat units and from a number of units that



Women in the Army



supported the Combat Arms, was obsolete and needed to be replaced. In 1994, the revised DoD Direct Ground Combat Assignment Rule (DGCAR) was implemented, and as a result the Army opened more career specialties to female Soldiers and increased their opportunities to serve in a number of previously restricted positions.

Consequently, as a result of both these expanded job opportunities for women and women's interest to serve in the Army, there has been a steady increase of female Soldiers joining the Army over the

past several years. The percentage of enlisted women serving in the active-duty Army increased from 10% in FY85 to 14% in FY05. There was, however, an even more dramatic change noted in the Army's Officer Corps. As of FY05, women represented 17% of the Army's Commissioned Officers (compared to 11% in FY85) and 8% of the Warrant Officers (compared to 2% in FY85).

## MARRIAGE AND FAMILIES

Since FY95,\* there has been a decline in the percentage of Army Soldiers who are married. Overall 60% of the active-duty Soldiers reported being married in FY95 compared to 54% in FY05. The marital rates for Warrant Officers and Commissioned Officers are significantly higher than the marital rates of Enlisted personnel. This finding was true in FY95 and FY05; however, over the past 10 years, there has been a decrease in the percentage of married personnel for both Enlisted (57% in FY95 compared to 51% in FY05) and Commissioned Officers (72% in FY95 compared to 68% in FY05). Converse-

\*Data on family statistics were less reliable in FY85, thus, the longitudinal analysis on marital rates and dependents is restricted to FY95 to FY05 for purposes of this report.



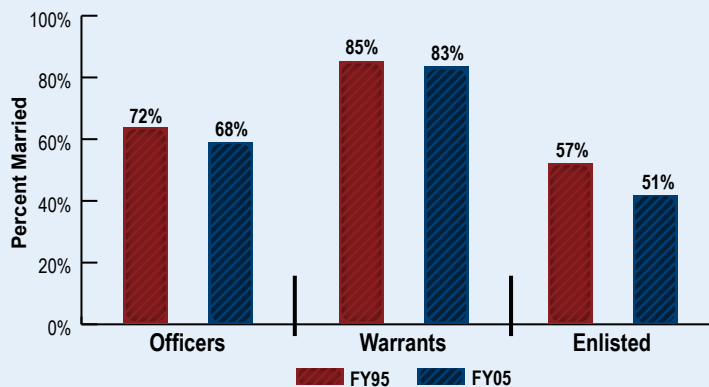
ly, the marital rate for Warrant Officers, the group with the highest rate of married Soldiers, has remained fairly constant over time, with only a slight decrease in percentage married since FY95.

Of those active-duty Soldiers who were married, approximately 1 out of every 10 were in joint Service marriages\* in both FY95 and FY05. By gender, females Soldiers were far more likely to be in joint Service marriages than were male Soldiers (38% of females compared to 5% of males in FY05).

**\*Joint Service marriage is defined as being married to a person who is active-duty or Reserve Component of the Army, Navy, Air Force, or Marine Corps.**

The majority of married active-duty Soldiers were married to civilians (89% in FY95 and 91% in FY05). The ratio of military to military marriages and military to civilian marriages has remained virtually the same for the past 10 years.

Since FY95, the percentage of active-duty single Soldiers, with no dependents, has increased from 34% to 39% in FY05. And the percentage of single Soldiers with children/dependents has remained virtually unchanged over the past 10 years (7% in both FY95 and FY05).



**Percentage of Married Soldiers by Rank**

Percentages are based on the number of Active-Duty married divided by the TOTAL number of Active-Duty in the Officer, Enlisted, or Warrant categories.

Marriages	FY95		FY05	
	#	%	#	%
Joint Service Marriages	33,053	10.9%*	23,920	9.1%*
Civilian Marriages	269,369	89.1%	238,543	90.9%

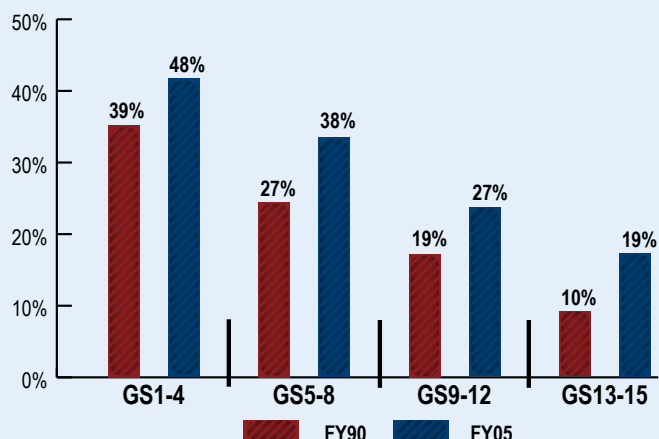
**Percentages based on Active-Duty married**

Single	FY95		FY05	
	#	%	#	%
Single, no children	168,917	33.5%	190,508	39.2%
Single, with children	33,283	6.6%	33,512	6.9%

There was, however, a positive correlation between single Soldiers with children/dependents and their gender and rank. For example, female Warrant Officers and female Enlisted Soldiers were far more likely to be single parents than were males of similar rank. In FY05, 20% of female Warrants and 15% of female Enlisted Soldiers were single parents compared to 6% male Warrant Officers and 6% male Enlisted Soldiers. These gender differences were also noted for single Soldiers with children in FY95.

# CIVILIANS

Over the past 15 years,\* the percentage of minority civilians employed by the U.S. Army has increased significantly across all grade levels. While minorities continue to be most highly represented in the lower GS level jobs, their representation in Army civilian jobs has been steadily increasing over the past several years. As of FY05, minorities hold almost half of all Army civilian jobs in the GS 1-4 grades and slightly over two-thirds of the civilian jobs in the GS 5-8 grades. Furthermore, the percentage of minorities holding senior level Army civilian jobs (i.e., GS 13-15) has nearly doubled over the past 15 years.

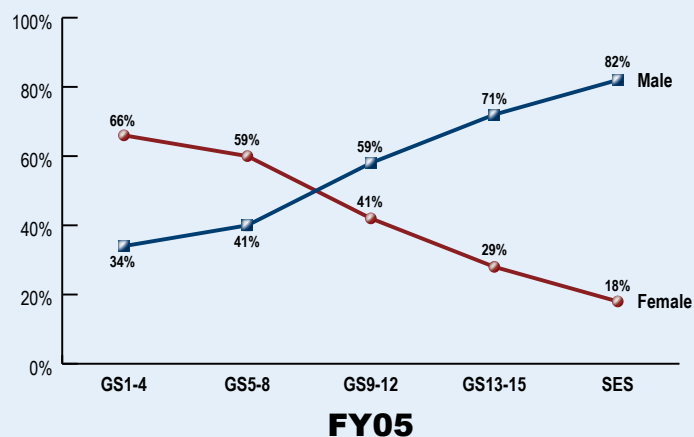
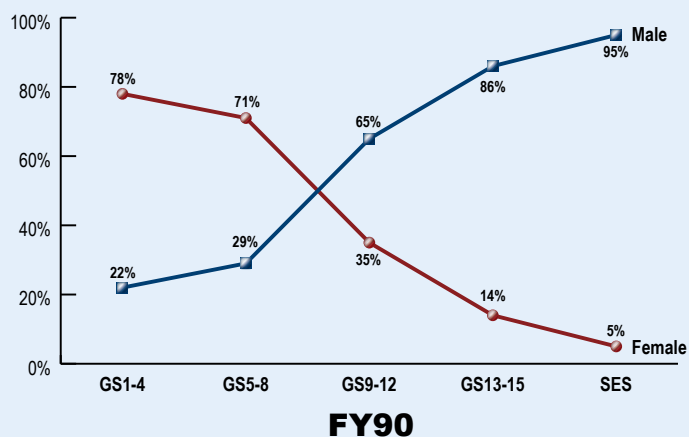


**Minority Employees by Grade**

For Army civilian jobs, there is an inverse relationship between grade of the position and gender, with females holding a higher percentage of the low grade positions. However, compared to FY90, the gap between male and female Army civilians is slowly closing. For example, the percentage of women in GS 13-15 Army jobs has more than doubled since FY90.



\*Army civilian data by race/ethnicity prior to FY90 was not available.



**Army Civilian Employees by Gender & Grade**





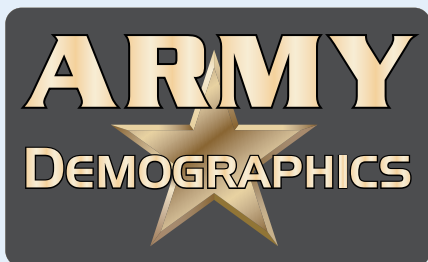
I will always place the mission first. I will never quit. I am a guardian of freedom and the American way of life. I am an American Soldier. (Excerpts from the U.S. Army Soldier's Creed)

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Graphics: Charles Herrick



The Office of Army Demographics (OAD) was established in 1998 to ensure that human resource data and analyses are available to support decisions that impact Army personnel policies and programs.

The mission of the office is to provide Army-wide analytical and policy recommendations in support of senior-level decisions relative to readiness of the Force and human resources policies and programs that impact the Total Army.\*

OAD produces comprehensive profiles, reports and analysis of the Army's Soldiers, families, civilians, veterans, and retirees. It ensures that the data and analyses are not only accurate and valid but consistent across the Army. The purpose of OAD reports is to keep the Deputy Chief of Staff, Army G-1 aware of demographically-related issues on recruitment, accessions, race-ethnicity, women in the Army, strength of the force, force compositions, Soldier distribution, and retention.

\*Total Army – Soldiers (Active-Duty, National Guard, Army Reserve), Civilians, Retirees, Veterans, and their Families.



U.S.ARMY

